

Message Text

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PAGE 01 JOHANN 01091 061622Z
ACTION AF-10

INFO OCT-01 ISO-00 CIAE-00 DODE-00 PM-04 H-01 INR-07
L-03 NSAE-00 NSC-05 PA-01 PRS-01 SP-02 SS-15
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P 061250Z MAY 77
FM AMCONSUL JOHANNESBURG
TO SECSTATE WASHDC PRIORITY 5969
INFO AMCONSUL CAPE TOWN
AMEMBASSY PRETORIA
AMCONSUL DURBAN POUCH
AMEMBASSY MBABANE POUCH
AMEMBASSY MAPUTO POUCH
AMEMBASSY MASERU POUCH

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CAPE TOWN FOR EMBASSY

E.O. 11652: N/A
TAGS: ELAB, PINT, SF, US
SUBJECT: RAND DAILY MAIL REPORT ON KELLOGG

REF: JOHANNESBURG 877

BEGIN UNCLASSIFIED:

1. THE FOLLOWING ARTICLE BY CLIVE EMDON APPEARED IN THE MAY FIVE EDITION OF THE RAND DAILY MAIL. BEGIN QUOTE: DESPITE CLEAR UNITED STATES GOVERNMENT SUPPORT FOR COMPANIES IN SOUTH AFRICA TO RECOGNISE AFRICAN TRADE UNIONS. KELLOGG SA HAS SO FAR REMAINED ADAMANT THAT IT WILL NOT.

YESTERDAY, THE MANAGING DIRECTOR, MR DES WOOD, SPEAKING FROM HIS SPRINGS PLANT, SAID: "WE DON'T RECOGNISE THE UNION, BUT AT THE SAME TIME WE DON'T HAVE RESTRICTIVE POLICIES WHICH MIGHT PREVENT LIMITED OFFICIAL USE

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PAGE 02 JOHANN 01091 061622Z

ANYONE FROM BELONGING."
HE OPENLY ACKNOWLEDGES THERE IS NOTHING ILLEGAL ABOUT TRADE UNIONS FOR AFRICANS. BUT MR WOOD WON'T BE PRESSED ON THE REASONS WHY HIS COMPANY WON'T RECOGNISE THE UNION IN HIS INDUSTRY,--
MR SKAKES SIKHAKHANE'S (SWEET) FOOD AND ALLIED WORKERS UNION, WITH A CURRENT MEMBERSHIP OF 2200 ON THE WITWATERSRAND.
THE US COMPANY'S VICE PRESIDENT, MR DAN HARRISON, TALKING TO

THE RAND DAILY MAIL'S NEW YORK CORRESPONDENT RICHARD WALKER THIS WEEK SAID "WE HAVEN'T EVER HAD AN EMPLOYEE COME TO US AND MAKE ANY COMPLAINT."

HE ALSO INSISTED THAT "A FORMAL RELATIONSHHP BETWEEN A COMPANY AND A UNION REPRESENTING NATIVE WORKERS IS NOT PERMITTED BY LAW."

THE COMPANY APPEARS TO BE RUNNING AGAINST US STATE DEPARTMENT EFFORTS TO ENCOURAGE US BUSINESS TO DEAL WITH BLACK UNIONS IN SOUTH AFRICA.

"THERE IS NO REASON WHY AMERICAN FIRMS CANNOT ENTER INTO COLLECTIVE BARGAINING AGREEMENTS WITH BLACK UNION--THEY ARE NOT ILLEGAL," AFRICAN AFFAIRS CHIEF MR WILLIAM SCHAUFLE SAID LAST MONTH.

MR. WOOD SAID YESTERDAY HE HAD TALKED TO UNION LEADER MR SIKHAKHANE SOME TIME AGO.

"WE SAID AT THE TIME WE DID NOT RECOGNISE HIS UNION. WE DID NOT EXPAND ON THE REASONS BUT WE GAVE FULL DETAILS OF OUR SALARY STRUCTURES AND FRINGE BENEFITS.

"WE DO NOW HAVE A WORKS COMMITTEE," HE SAID.

AFRICAN WORKERS ON THE PLANT HAD FIRST BEEN REPRESENTED ON A FACTORY COMMITTEE, THEN AFTER THE 1973 LEGISLATION, ON A LIAISON COMMITTEE, HE SAID.

THE AFRICAN WORKERS ON THE LIAISON COMMITTEE RESIGNED LATER, SAYING THE WORKERS WANTED A WORKS COMMITTEE, WHICH IS ELECTED, MADE UP OF WORKERS ONLY AND HAS NO MANAGEMENT PARTICIPATION.

A PETITION FOR THE WORKS COMMITTEE WAS PRESENTED TO MANAGEMENT. LATER SIX WORKERS WERE DISMISSED, TWO OF THEM FORMER LIAISON COMMITTEE MEMBERS AND UNION SHOP STEWARDS.

THE LEGAL CLINIC OF THE URBAN TRAINING PROJECT, A SERVICE GROUP TO UNIONS, TOOK UP THE CASE OF THE SIX WITH KELLOGG, SUGGESTING LIMITED OFFICIAL USE

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PAGE 03 JOHANN 01091 061622Z

THEY HAD BEEN VICTIMISED.

THIS WEEK KELLOGG REPLIED BY DOCUMENTING THE REASONS FOR THE FIRINGS. THEY INCLUDED "SLEEPING ON THE JOB", REFUSING TO OBEY LAWFUL INSTRUCTIONS" AND "FIGHTING WITH OTHER EMPLOYEES."

MR WOOD SAID: "THERE WERE SOUND REASONS FOR DISMISSING THOSE MEN. WE ARE SYMPATHETIC TOWARDS THE FEELINGS OF OUR BLACK LABOUR FORCE.

"WE HAVE NOT GONE OUT OF OUR WAY TO PREVENT THE UNION HAVING MEMBERS IN OUR PLANT NOR HAVE WE BEEN AGAINST THE FORMATION OF A WORKS COMMITTEE...ON THE CONTRARY." END QUOTE. END UNCLASSIFIED

BEGIN LOU

2. IN A RECENT CONVERSATION SKAKES SIKHAKHANE, GENERAL SECRETARY OF THE SWEET FOOD AND ALLIED WORKERS UNION AND DIRECTOR OF THE URBAN TRAINING PROJECT (UTP) INFORMED THE REGIONAL LABOR OFFICER THAT HE HAD STUDIED THE FACTS IN THE KELLOGG DISPUTE AND BELIEVES THERE IS A PRIMA FACIE CASE FOR A CHARGE OF VICTIMIZATION HE THEREFORE AUTHORIZED THE UTP LEGAL CLINIC TO FILE SUCH A CHARGE WITH THE DEPARTMENT OF LABOR.

3. FYI CONTRARY TO THE STATEMENT ATTRIBUTED TO MR HARRISON IN THE SUBJECT ARTICLE, SOUTH AFRICAN LAW DOES NOT PROHIBIT COMPANIES FROM ENTERING INTO "FORMAL RELATIONSHIPS" WITH BLACK TRADE UNIONS. THE RLO WAS, IN FACT, ADVISED BY THE MANAGEMENT OF THE FORD MOTOR COMPANY ON MAY 4, THAT IT HAS ENTERED INTO A "FORMAL RELATIONSHIP" WITH THE BLACK UNITED AUTO, RUBBER AND ALLIED WORKERS UNION IN PORT ELIZABETH.
KIRBY

NOTE BY OC/T: NOT POUCHED - OFF-LINE SERVICE ORIGINATOR.

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